



# GENDER AND ENERGY

WEPOWER CONFERENCE SESSION 7- KATMANDU, NEPAL FEBRUARY 2019

INKA SCHOMER-OPERATIONS OFFICER WORLD BANK



# A FOCUS ON GENDER GAPS-WHY IT MATTERS



**Enhance Development  
Outcomes**



**Moral Imperative**



**Risk Management**

## OVERVIEW | OUR OBJECTIVES

### 1. Enhancing Data

Identifying and  
Addressing Data Gaps

### 2. Strengthening Knowledge

Pioneering New  
Knowledge and  
Research

## OVERVIEW | OUR OBJECTIVES

### 3. Operational Approaches

Regional Gender and Energy Programs

Shifting to Sector Wide Engagements

### 4. Building Partnerships

Build Capacity of Gender/Social Organizations, Ministries

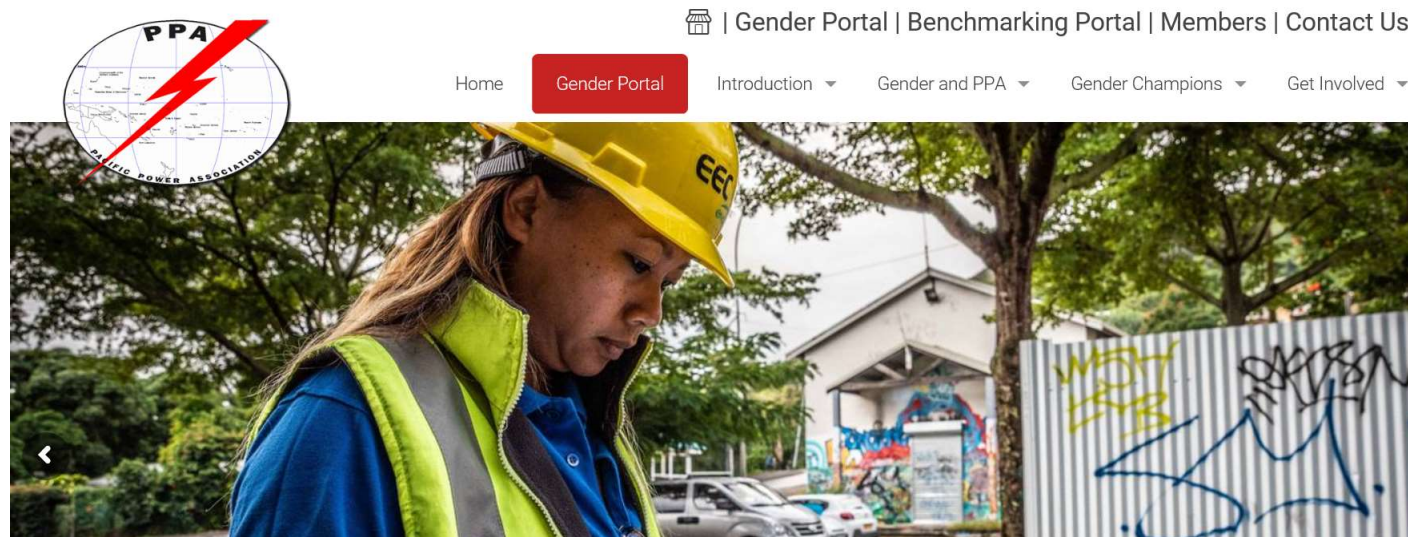
Global and Regional Networks

# 1. ENHANCING DATA- MAPPING GAPS IN WOMEN'S EMPLOYMENT

**The Why:** Lack of systematized global data on women in the energy sector, and in STEM employment in general.


**8 Baseline Assessments on Women's Representation in SAR Power Sector:** Gender Data Collected from over 100 Energy and Academic Institutions. Over 500 women and men contributed through FGDs and Key Informant Interviews in all countries.

**In EAP Focus on Pacific Power Association Gender Portal**



## Representation in the Power Sector

 **0.15%**

 Technical women: **4**  
Technical staff: **2,737**  
for 2 power utilities

 **14.7%**  
female staff in 3 public utilities  
Total women: **635**  
Total staff: **4,307**

Utilities covered: **3**

## Academic Institutions Offering Engineering Programs



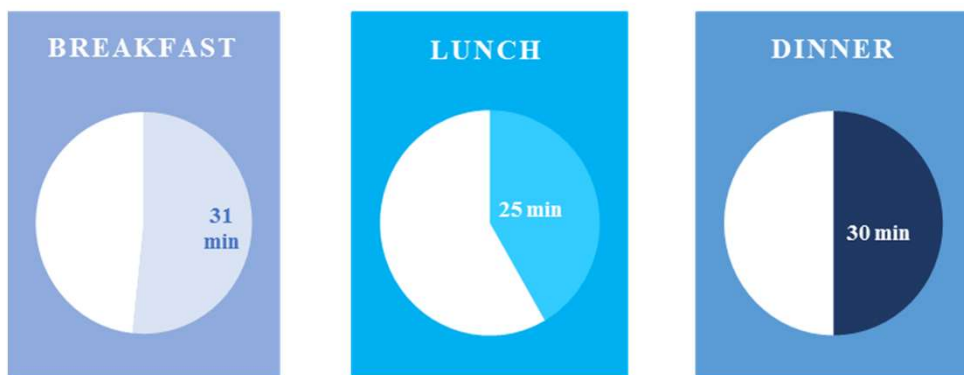
**WOMEN: 3 IN CE  
0 IN EE**  
Female engineering faculty:  
**0%**



# 1. ENHANCING DATA- BUILDING KNOWLEDGE OF GENDER OUTCOMES

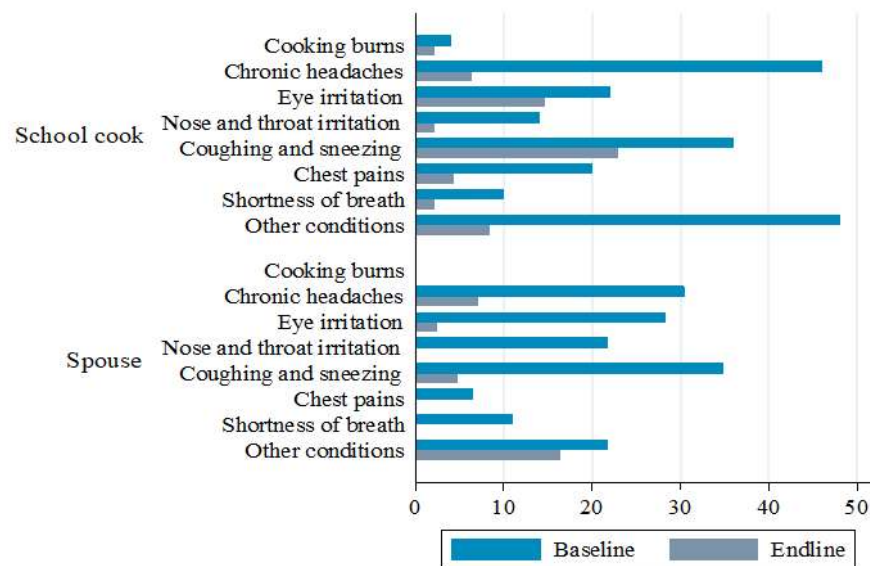
**The Why:** Limited rigorous evidence (beyond anecdotal) on issues such as time poverty and health impact linked to energy technologies. We need to address these issues to unlock labor force participation.

Time Savings Household Sample



Women spend over three times more time than men on unpaid domestic and child care work, according to survey data from 83 countries.

Health Benefits



## 2. STRENGTHENING KNOWLEDGE-RESOURCES

### Online Toolkit: Sample TORs, Surveys, Templates



### Practitioners Network Forum



### e-Course – Gender Equality & Energy



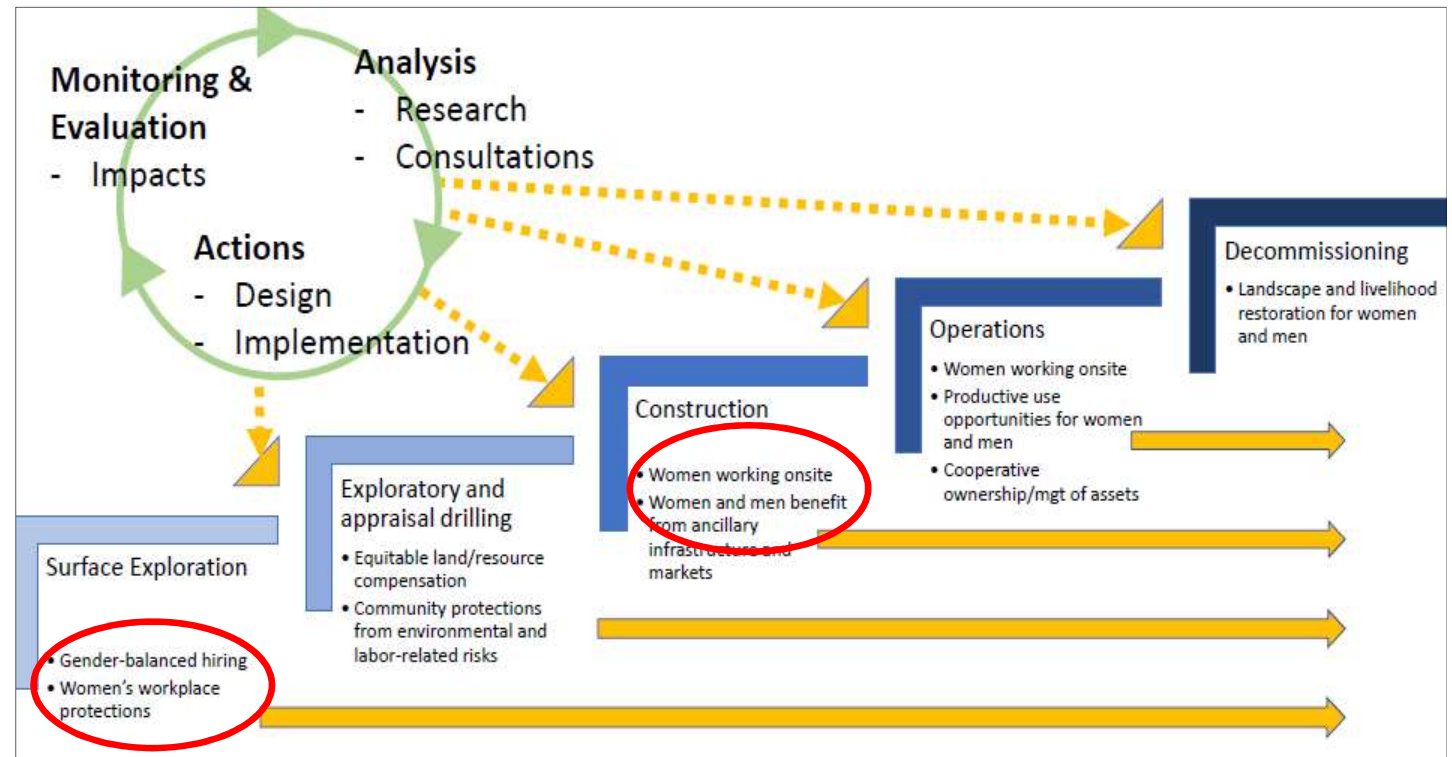
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#### Guidance Notes and Toolkits



## 2. STRENGTHENING KNOWLEDGE-GENDER AND GEOTHERMAL

**The Why:** Limited collated knowledge on gender and geothermal (issue generally in generation). Yet emerging best practices across regions and institutions.

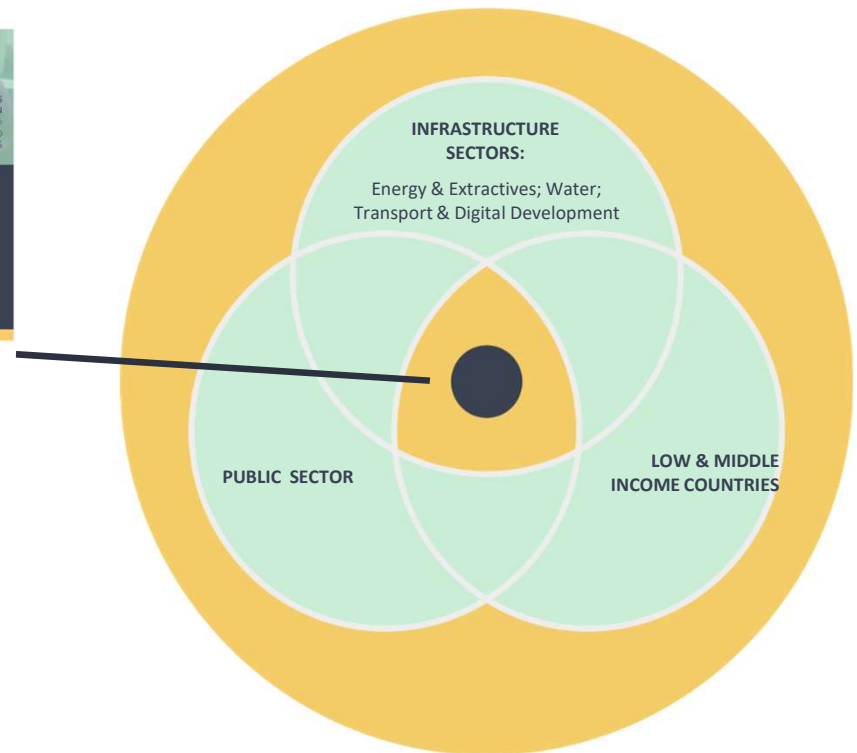




## 2. STRENGTHENING KNOWLEDGE-SPEARHEADING NEW RESEARCH

**The Why:** No systematic review available on the nexus of women's employment in STEM and public sector entities across water, transport and energy.

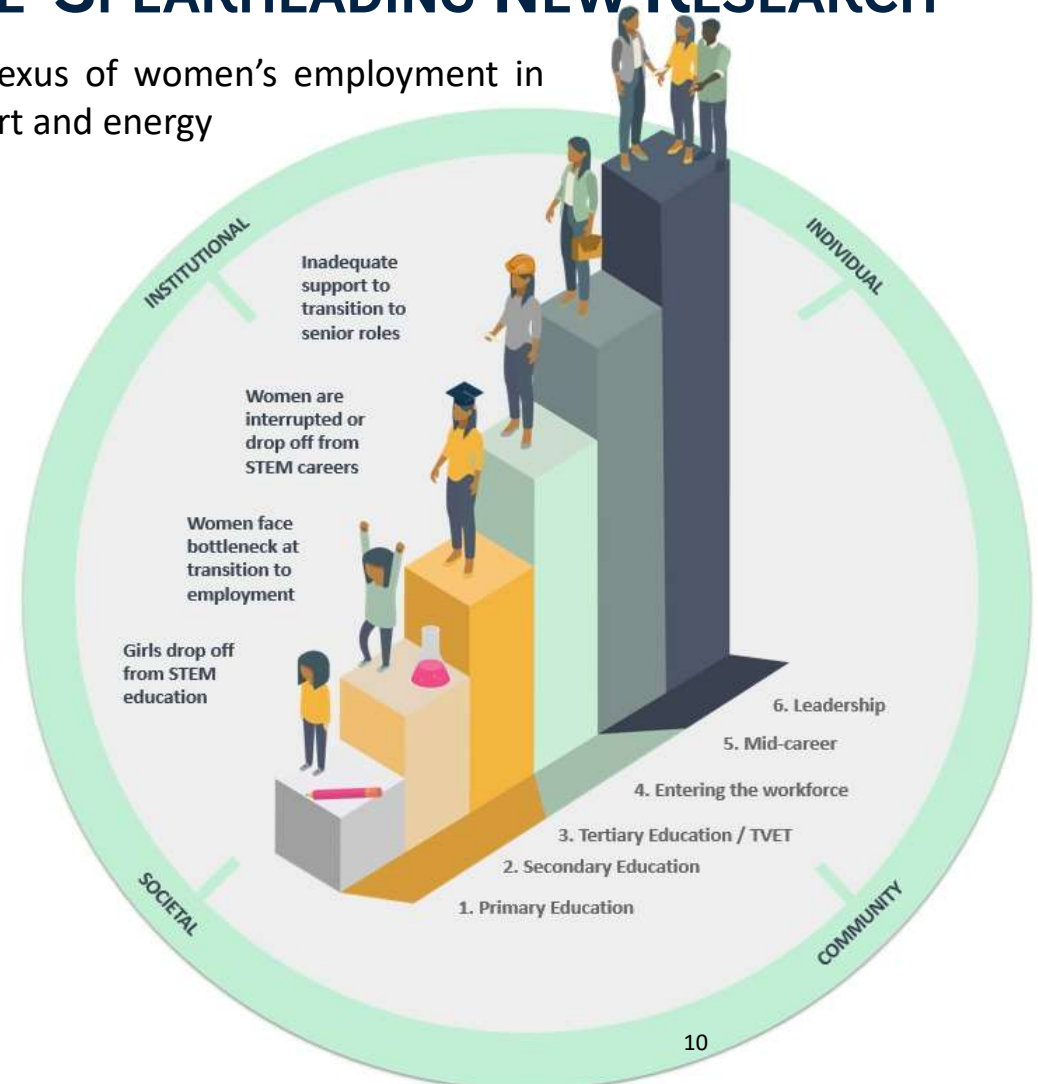
At the nexus of women's participation in STEM employment within infrastructure sectors (energy and extractives, water, and transport, with linkages to digital development where possible), this report aims to highlight promising examples in emerging markets across the public sector.



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The pathway of women's STEM employment in infrastructure aligns with the life cycle, starting with primary, secondary, and tertiary education, followed by entry into the labor force, retention, and career progression. Moreover, a range of factors come into play throughout the life cycle at various levels: the individual, community, institutional, and societal.



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<b>Education</b>	Increase girls' and young women's exposure to STEM subjects and careers**	Mentoring and sponsorship (education and pre-workforce)*	Strategies within academic institutions to increase women's STEM education and employment					
<b>School-To-Work Transition: Recruitment</b>	Engage young women in vocational programs**	Engage young women in school-to-work transition career choice*	Unconscious / gender bias training*	Job advertisements promoting women's participation with inclusive language	Engage external women's professional networks through targeted recruitment	Inclusive and women-friendly communications and recruitment material		
<b>Mid-Career to Leadership: Retention &amp; Promotion</b>	Paid family leave**	Childcare: Onsite, Offsite, Subsidies**	Flexible work programs*	Addressing sexual harassment and GBV	Violence and sexual harassment reporting mechanisms	Mentoring and sponsorship (workforce)*	Women's professional and career-specific networks and ERGs	
<b>General Good Practices to Support Women's Employment in STEM:</b>	Role models;** non-discrimination policies, equal opportunity policies; gender assessments and certification programs; engaging trade unions for gender equality; partnerships for gender equality; and women's professional and career-specific networks and resource groups.							

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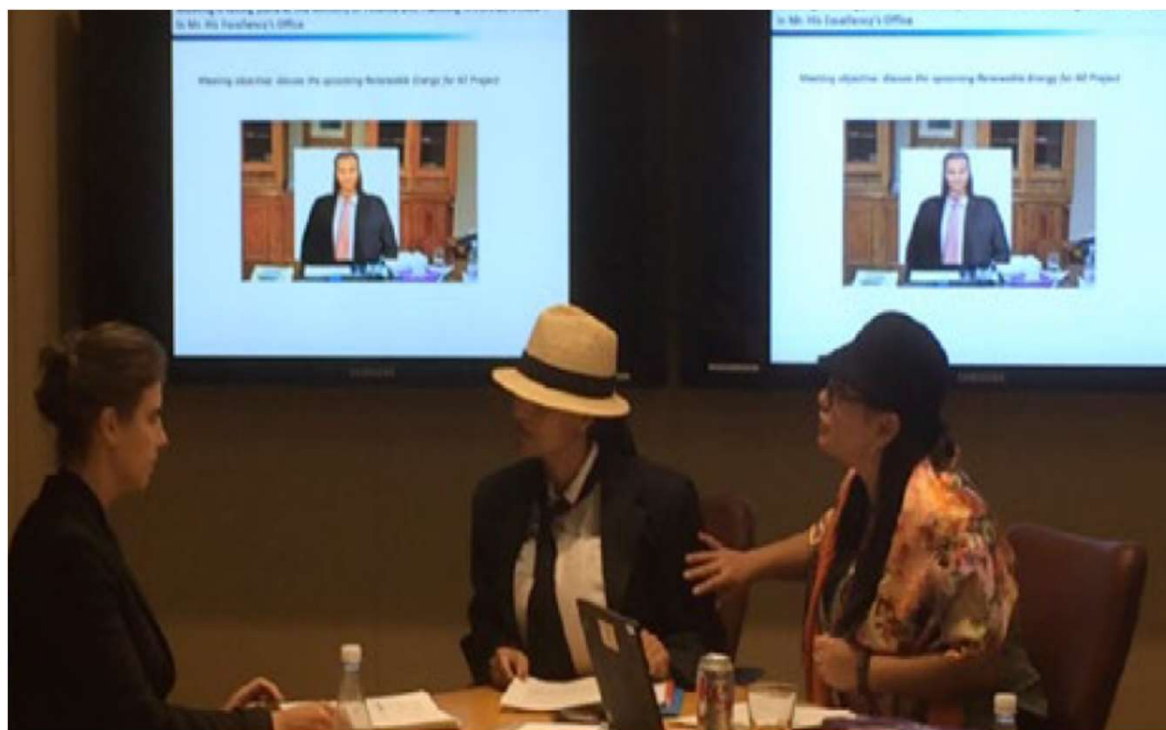
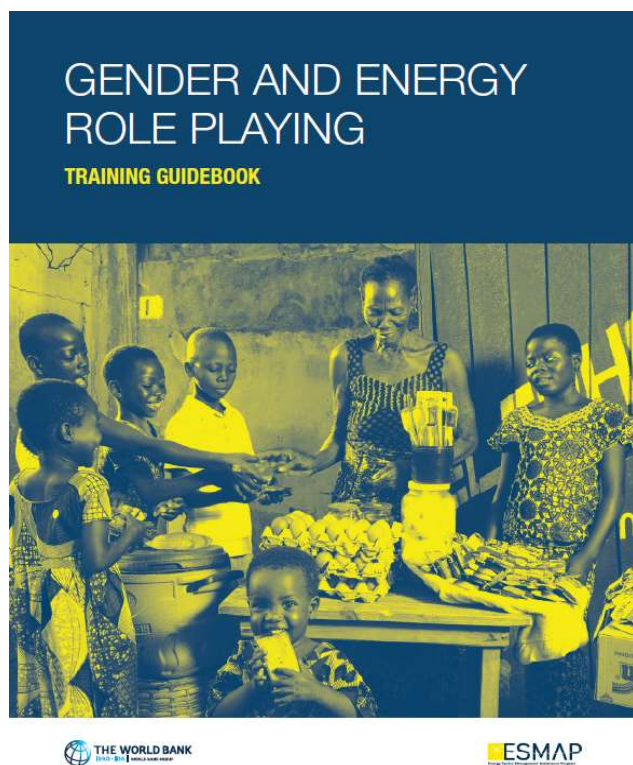
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**The Why:** Role plays maximize participant engagement and interaction. This guidebook aims to enable practitioners to conduct role-play training on gender and energy to enhance learning.





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Training material consists of four types of cards:

- gender gaps
- gender data,
- case studies
- character profiles

HUMAN ENDOWMENTS	MORE AND BETTER JOBS
Access to health services	Employment
Maternal mortality	Entrepreneurship
Burden of disease	Selection and bidding process
Education and training	CSR and gender policies
Social safety nets	Gender wage gap
Early childhood development	Unpaid work
OWNERSHIP AND CONTROL OF ASSETS	VOICE AND AGENCY
Access to assets	Access to information
Access to electricity	Political representation
Access to technology	Child marriage
Access to finance	Civic participation
Access to land	Public safety
	Gender-based violence
	Decision making
	Engaging men and boys

Minister of Finance or Energy	
	Mr./Ms. _____
Personality/mood	Impatient, annoyed/frustrated, loud, angry, but also intrigued
Personal interest	Get reelected/reappointed, please his/her stakeholders and voters, needs to show improving living standards for voters
Project objective	Needs to see results at the earliest possible time
Views on women	Traditional views regarding gender norms
Gender knowledge	Not much, has heard anecdotes about women's challenges
Minister of Women's Affairs	
	Mr./Ms. _____
Personality/mood	Comprehensive, cooperative, enthusiastic
Personal interest	Get reelected/reappointed, please his/her stakeholders and voters, needs to show improving living standards for voters
Project objective	Maximize gender equality
Views on women	Supports gender equality
Gender knowledge	Fair gender knowledge

### 3. OPERATIONAL APPROACHES-OVERVIEW

#### REGIONAL GENDER AND ENERGY PROGRAMS

Advisory and Operational Support | Training and Capacity Building | Knowledge Work | Results & M&E

**Coverage Across Regions** | Active in all 6 regions; Technical support to over 40 projects





### 3. OPERATIONAL APPROACHES-THE HOW

#### REGIONAL GENDER AND ENERGY PROGRAMS

Advisory and Operational Support | Training and Capacity Building | Knowledge Work | Results & M&E

**Innovative Approaches** | focusing pilots on country and regional gender contexts. We tailor approaches and have access to clients.

**Focus on Scale** | replicating regional programs; expanding to other areas such as utilities, data/M&E, STEM, citizen engagement, and youth

**Improved Sustainability** | impact and balance of ESMAP support

**Increased demand** | from operations and research

**Knowledge** | generating, capturing, and disseminating lessons

**Network** | building strong partnerships across sectors and external stakeholders

Gender and Energy





# VIETNAM-WOMEN LEADERS IN UTILITIES

Challenge	Response	Impact
<ul style="list-style-type: none"> <li>Improving the Vietnam Energy Company's (EVN) recruitment of qualified women and emphasis on gender equality at every level of the workforce.</li> <li><b>Increasing share of women in leadership positions from 12.7% to 14.2% (that equals about 185 new female leaders) between 2015 and 2020.</b></li> </ul>	<ul style="list-style-type: none"> <li>Training and mentoring program for women; gender equality training for senior execs.</li> <li><b>Gender targets for management trainings, shortlists for promotions; interview panel composition; inclusion of gender equality in KPIs;</b></li> <li><b>Gender diagnostic &amp; skills audit; changing language in job postings to encourage both men and women to apply.</b></li> </ul>	<ul style="list-style-type: none"> <li>Increase in Women at Director level from 0 to 10%, women in management 16.2% to 17.1% in Head Office</li> <li>Women in Leadership program rolling out training and mentoring, improving data systems</li> <li><b>EVN first company in country to gain EDGE certification.</b></li> </ul>



# ETHIOPIA-CLOSING EMPLOYMENT GAPS

Challenge	Response	Impact
<ul style="list-style-type: none"> <li>Ethiopia 109 out of 143 countries in terms of the magnitude and scope of gender disparities.</li> <li><b>Shift from ad-hoc gender actions to a first-of-its kind model of sector wide intervention</b> across \$ 1.5 billion energy portfolio</li> <li>Investing time and effort to <b>create spaces for new dialogue</b> e.g. speaking to experts from universities, gleaning insights from energy staff in the field.</li> </ul>	<ul style="list-style-type: none"> <li><b>Specific allocation of \$6.5 million</b> in client executed funds for: <ul style="list-style-type: none"> <li>- Addressing occupational sex-segregation at utility with 14 000 employees</li> <li>- Child care provision in utility offices across all 11 regions in Ethiopia</li> <li>- Supporting career development and leadership training of women in STEM</li> <li>- GBV prevention and response at work and project sites</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Initiative winner of <b>WBG Presidents Award for Excellence</b> June 2018. <a href="#">Story link.</a></li> <li>Targets on women's employment: Baseline 20%/Target 30% and rate of FHH connected to grid.</li> <li><b>Client ownership and sustainability</b> demonstrated through inclusion of gender priorities in Ethiopia's 'National Electrification Program' launched by the Prime Minister.</li> </ul>

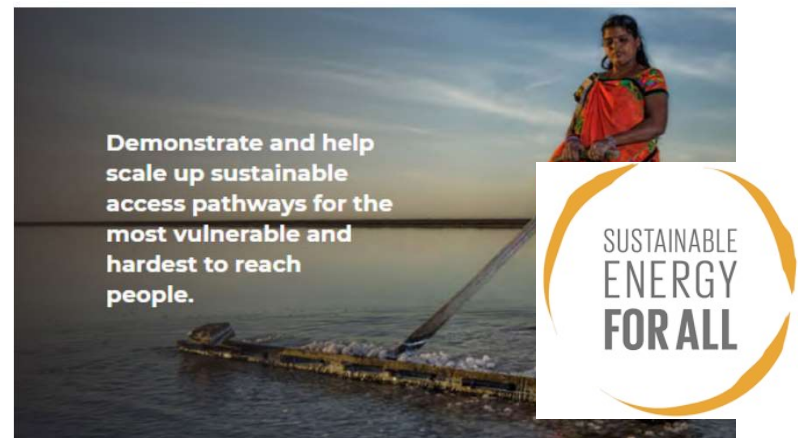


## 4. BUILDING PARTNERSHIPS

**The Why:** Limited resources and need to leverage knowledge and data collection. ESMAP recognized for leadership on issue of gender and energy and ability to convene various stakeholders.

- WePower Network launch in SAR and possible LAC, Support to Pacific Power Association
- Collaboration UN Women, ENERGIA, SE4ALL, IEA, IUCN
- People's Centered Accelerator - Joint efforts on knowledge, data and evidence
- Continued team work across ESMAP programs – MTF, EE, RE; and EEX, Social and Gender

### WORK STREAM 1



# Thank You!

## GLOBAL

ESMAP | Inka Schomer; Barbara Ungari

EEX | Gisu Mohadjer

## REGIONAL

AFR | Inka Schomer, Anna Bokina

EAP | Helle Buchhave

MENA | Elisabeth Maier, Sarah Keener

LAC | Elisabeth Maier

ECA | Audrey Sacks, Hiwote Tadesse

SAR | Gunjan Gautam, Maria Beatriz Orlando



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